



CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 03/30/04

AGENDA ITEM 9

WORK SESSION ITEM

TO: Mayor and City Council

FROM: Human Resources Director

SUBJECT: Adoption of a Resolution to Extend the Salary and Benefits Resolution for Unrepresented Employees (Department Heads)

RECOMMENDATION:

It is recommended that the City Council adopt the attached Resolution to extend the Salary and Benefits Resolution covering Unrepresented Employees (Department Heads), pertaining to wages, hours, benefits, and other terms and conditions of employment for one year effective July 1, 2005 to June 30, 2006.

BACKGROUND:

The City's Departments Heads are included in the Unrepresented Employee Group. The existing Salary and Benefits Resolution for this group has an effective period of July 1, 2002 to June 30, 2005, and provides for a 4% salary increase on July 1, 2004. For the period July 1, 2004 continuing through the one-year extension ending June 30, 2006, each Department Head will return the equivalent of four percent (4%) of their salary to the City. Maintenance of benefits during this extension will be provided. As this is an extension of the current Memorandum of Understanding, a copy of the document is not attached.

Recommended by:

A handwritten signature in cursive script, reading "Beth Perrin-Scales".

Beth Perrin-Scales, Human Resources Director

Approved by:

A handwritten signature in cursive script, reading "Jesus Armas".
Jesus Armas, City Manager

Attachment: Resolution

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION AMENDING SALARY AND BENEFITS
RESOLUTION FOR THE UNREPRESENTED
MANAGEMENT EMPLOYEES

WHEREAS, the City of Hayward Department Heads are members of the Unrepresented Management Employees group and therefore covered by the current Salary and Benefits Resolution for such group; and

WHEREAS, such resolution currently extends to June 30, 2005; and

WHEREAS, the Unrepresented Management Employees are scheduled to receive a four percent (4%) salary adjustment on July 1, 2004; and

WHEREAS, in recognition of the City's commitment to reaching its goal of balancing the budget the Department Heads have agreed to return the scheduled 4% raise due on July 1, 2004 to the City; and

WHEREAS, it is recognized that the commitment agreed to by the Department Heads represents two full years of zero salary increases.

NOW THEREFORE, the City Council of the City of Hayward resolves that:

Section 11.08 is hereby added to the Salary and Benefits Resolution for Unrepresented Management Employees to read as follows:

"11.08 Return of Four Percent Increase

With respect to the City's Department Heads, this Resolution shall be extended from June 30, 2005 to June 30, 2006. During the fiscal years 2004/2005 and 2005/2006 the Department Heads shall return an amount equal to 4% of their salary to the City in each year."

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2004

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:

MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____

City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward